

Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

Office of Surface Mining:OSM (and below)

For 2nd Quarter 2019 for period ending March 31, 2019

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2019Thru03-31
	2014	2015	2016	2017	2018	
Number of Complaints Filed	4	3	6	3	5	0
Number of Complainants	4	2	5	3	5	0
Repeat Filers	0	1	1	0	0	0

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2019Thru03-31
	2014	2015	2016	2017	2018	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	1	1	2	2	0	0
Color	0	0	0	0	0	0
Religion	0	0	0	0	0	0
Reprisal	2	2	5	0	2	0
Sex	3	3	4	3	1	0
PDA	0	0	0	0	1	0
National Origin	0	0	2	0	0	0
Equal Pay Act	0	0	0	0	0	0

Age	4	1	2	1	0	0
Disability	3	2	4	0	4	0
Genetics	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2019Thru03-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2014	2015	2016	2017	2018	
Appointment/Hire	0	0	0	0	0	0
Assignment of Duties	0	1	1	1	1	0
Awards	0	0	0	0	1	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	0	0	1	0	0	0
Suspension	0	0	0	0	0	0
Removal	0	0	0	0	0	0
Other	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	2	0	0	0
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	2	2	4	3	3	0
Sexual	1	1	0	0	0	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	0	0	1	0	0	0
Promotion/Non-Selection	2	0	0	0	1	0
Reassignment						
Denied	0	0	0	0	0	0

Directed	0	0	0	0	0	0
Reasonable Accommodation Disability	1	0	0	0	1	0
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	1	0	0	0
Termination	0	0	0	0	1	0
Terms/Conditions of Employment	1	0	0	1	1	0
Time and Attendance	1	1	0	0	0	0
Training	0	0	1	0	0	0
Other						
User Defined - Other 1	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2019Thru03-31
	2014	2015	2016	2017	2018	
Complaints pending during fiscal year						
Average number of days in investigation	236.00	264.50	246.43	271.00	174.67	0
Average number of days in final action	1.00	39.00	54.00	2.25	9.00	0
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	179.00	264.50	204.80	0	180.00	0
Average number of days in final action	1.00	39.00	56.00	0	9.00	0
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	293.00	0	350.50	0	172.00	0

Average number of days in final action	0	0	52.00	0	0	0
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2019Thru03-31
	2014	2015	2016	2017	2018	
Total Complaints Dismissed by Agency	0	0	1	1	0	1
Average days pending prior to dismissal	0	0	81	241	0	73
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	0	0	0	0	3	0
Total Final Agency Actions Finding Discrimination	Comparative Data					
	Previous Fiscal Year Data					2019Thru03-31
	2014	2015	2016	2017	2018	
	# %	# %	# %	# %	# %	# %
Total Number Findings	0	0	0	3	0	0
Without Hearing	0 0	0 0	0 0	0 0	0 0	0 0
With Hearing	0 0	0 0	0 0	3 100	0 0	0 0
Findings of Discrimination Rendered by Basis	Comparative Data					
	Previous Fiscal Year Data					2019Thru03-31
	2014	2015	2016	2017	2018	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	# %	# %	# %	# %	# %	# %
Total Number Findings	0	0	0	3	0	0
Race	0 0	0 0	0 0	1 33	0 0	0 0
Color	0 0	0 0	0 0	0 0	0 0	0 0
Religion	0 0	0 0	0 0	0 0	0 0	0 0
Reprisal	0 0	0 0	0 0	2 67	0 0	0 0
Sex	0 0	0 0	0 0	2 67	0 0	0 0
PDA	0 0	0 0	0 0	0 0	0 0	0 0

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Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2019Thru03-31	
	2014		2015		2016		2017		2018			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		3		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	1	33	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	1	33	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment												

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Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	1	33	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	1	33	0	0	0	0
Time and Attendance	0	0	0	0	0	0	2	67	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define												
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	0		0		0		0		0		0	

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Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define												
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data											
	Previous Fiscal Year Data					2019Thru03-31						
	2014	2015	2016	2017	2018							
Total complaints from previous Fiscal Years	2	5	6	5	0	1						
Total Complainants	2	5	5	4	0	1						
Number complaints pending												
Investigation	0	1	0	0	0	0						
ROI issued, pending Complainant's action	0	0	0	0	0	0						
Hearing	2	4	6	5	0	1						
Final Agency Action	0	0	0	0	0	0						
Appeal with EEOC Office of Federal Operations	3	2	3	3	4	1						
Complaint Investigations	Comparative Data											
	Previous Fiscal Year Data					2019Thru03-31						
	2014	2015	2016	2017	2018							
Pending Complaints Where Investigations Exceed Required Time Frames	0	1	0	0	0	0						